

QLE	Name	OGB Interpretation	378 Start Date	Plan change date	Example	FSA change date
ZA-1	Birth	Date of Birth	Date of Birth	If birth is 1 - 14 of the month then the plan change is effective first of birth month, birthdate 15 - 31 then plan change is effective first of next month. Coverage starts on baby's birth date (Participation Date).	Born 4/14/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Born 4/17/17, adjustment reason is dated 4/17/17, coverage starts 4/17/17 (participation date), rate changes 5/1/17.	Date of Birth
ZA-2	ADOPTION	Date of Adoption	Date of Adoption	If adoption is on the 1 - 14 of the month then the plan change is effective first of adoption month, is adoption is on the 15 - 31 of the month the plan change is effective first of next month. Coverage starts on date of adoption (Participation date).	Adopted 4/14/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Adopted 4/17/17, adjustment reason is dated 4/17/17, coverage starts 4/17/17 (participation date), rate changes 5/1/17.	Date of Adoption
ZB-1	Death of a covered dependent	Date of death	Date of death	Coverage ends on the last day of the month the death occurred	Date of death 5/14/17, adjustment reason is dated 5/14/17, coverage ends 5/31/17.	
ZB-2	Death of Employee	Date of death	Date of death	Coverage ends on the last day of the month the death occurred	Date of death 5/14/17, adjustment reason is dated 5/14/17, coverage ends 5/31/17.	
ZC-1	DIVORCE ADD	Date of Divorce	Date of Divorce	Coverage is effective date of divorce.	Divorced 4/14/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Divorced 4/17/17, adjustment reason is dated 4/17/17, coverage starts 4/17/17 (participation date), plan rate changes 5/1/17.	Date of Divorce
ZC-2	DIVORCE DROP	Date of Divorce	Date of Divorce	Coverage ends on the last day of month of divorce	Divorced 4/14/17, adjustment reason is dated 4/14/17, coverage ends 4/30/17, plan level changes 5/1/17.	
ZD-1	Gain Medicaid or CHIP	Medicaid effective date	If coverage starts on the first of the month enter the last day of the previous month as the start date	Coverage ends on the last day of the month in which other coverage begins.	Coverage begins 11/01/2017, adjustment reason is dated 10/31/2017, plan ends 10/31/2017. Coverage begins 11/15/2017, adjustment reason is dated 11/15/17, coverage ends 11/30/17.	
ZD-2	Dependent gains coverage under another health plan	Other coverage effective date	If coverage starts on the first of the month enter the last day of the previous month as the start date	Coverage ends on the last day of the month in which other coverage begins.	Coverage begins 11/01/2017, adjustment reason is dated 10/31/2017, plan ends 10/31/2017. Coverage begins 11/15/2017, adjustment reason is dated 11/15/17, coverage ends 11/30/17.	
ZD-4	GAIN OTHER COVERAGE	Other coverage effective date	If coverage starts on the first of the month enter the last day of the previous month as the start date	Coverage ends on the last day of the month in which other coverage begins.	Coverage begins 11/01/2017, adjustment reason is dated 10/31/2017, plan ends 10/31/2017. Coverage begins 11/15/2017, adjustment reason is dated 11/15/17, coverage ends 11/30/17.	
ZDEP	OVERAGE DEP	Birthday of current year	Birthday of current year	Coverage ends on the last day the month the dependent turned 26	Birthday is 7/17/17, adjustment reason is dated 7/17/17, coverage ends 7/31/17.	
ZE-1	QMCSO ADD	Date of QMCSO	Date of QMCSO	Effective first of the month following receipt of application or as otherwise specified in order	MSO received 5/15/17, adjustment reason is dated 5/15/17, coverage starts 6/1/17.	
ZE-2	JUDGEMNT COVER CHILD	Date of court order	Date of court order	If court order is dated 1 - 14 of the month then plan change is effective first of current month, if dated 15 - 31 of the month then plan change is effective first of next month. Coverage begins on date of order or effective date specified by order (participation date).	Order received 5/2/17, adjustment reason is dated 5/2/17, coverage starts 5/2/17 (participation date), plan level and rate change 5/1/2017. Order received 5/19/17, adjustment reason is dated 5/19/17, coverage starts 5/19/17 (participation date), plan level and rate change 6/1/2017.	Date of court order
ZE-3	QMCSO DROP	Date of QMCSO	Date of QMCSO	Coverage ends on the last day of the month following receipt of application	Order received 5/2/17, adjustment reason is dated 5/2/17, coverage ends 5/30/17, plan level and rate change 6/1/2017.	
ZE-4	JUDGEMNT DROP CHILD	Date of court order	Date of court order	Coverage ends on the last day of the month following receipt of application	Application received 5/25/17, adjustment reason is dated 5/25/17, coverage ends 5/30/17, plan level and rate change 6/1/2017.	
ZF-1	LOSE SPOUSE COV	1st day without coverage	1st day without coverage	If effective date is on the 1 - 14 of the month then the plan change is effective first of current month, if the change is effective 15 - 31 of the month then the plan change is effective first of next month. Coverage starts 1st day without previous coverage (Participation date).	Last day of coverage 4/13/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Last day of coverage on 4/17/17, adjustment reason is dated 4/18/17, coverage starts 4/18/17 (participation date), rate changes 5/1/17.	1st day without coverage
ZF-2	Eligible dependent loses current coverage under another health plan	1st day without coverage	1st day without coverage	If effective date is 1 - 14 then plan change is effective first of month, 15 - 31 the plan change is effective first of next month. Coverage starts on 1st day without previous coverage (Participation Date).	Last day of coverage 4/13/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Last day of coverage on 4/17/17, adjustment reason is dated 4/18/17, coverage starts 4/18/17 (participation date), rate changes 5/1/17.	1st day without coverage
ZF-3	LOSE MEDICAID/CHIP	1st day without coverage	1st day without coverage	If effective date is the 1 - 14 of the month then plan change is effective first of the month, if effective on the 15 - 31 of the month then the plan change is effective first of next month. Coverage starts on 1st day without previous coverage (Participation Date).	Last day of coverage 4/13/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Last day of coverage on 4/17/17, adjustment reason is dated 4/18/17, coverage starts 4/18/17 (participation date), rate changes 5/1/17.	1st day without coverage
ZF-4	LOSE GOV SP PLAN	1st day without coverage	1st day without coverage	If effective date is 1 - 14 then plan change is effective first of current month, 15 - 31 the plan change is effective first of next month. Coverage starts on 1st day without previous coverage (Participation Date).	Last day of coverage 4/13/17, adjustment reason is dated 4/14/17, coverage starts 4/14/17 (participation date), plan rate changes 4/1/17. Last day of coverage on 4/17/17, adjustment reason is dated 4/18/17, coverage starts 4/18/17 (participation date), rate changes 5/1/17.	
ZF-5	CHANGE ADDRESS	Change of address date	Date of address change	Effective date first of next month	Address changed 2/12/17, adjustment reason is dated 2/12/17, plan changed 3/1/17.	

ZG-1	MARRIAGE	Date of marriage	Date of marriage	If effective date is on the 1 - 14 of the month then plan change is effective first of current month, if effective on the 15 - 31 of the month then the plan change is effective first of next month. Coverage effective date is date of marriage (Participation date).	Marriage on 9/14/17, adjustment reason is dated 9/14/17, coverage starts 9/14/17 (participation date), plan rate changes 9/1/17. Married on 9/17/17, adjustment reason is dated 9/17/17, coverage starts 9/17/17 (participation date), rate changes 10/1/17.	Date of marriage
ZG-2	MARRIAGE GAIN COV SP	Effective date of coverage on spouse's plan	Date of marriage	Coverage ends effective the last day of month following the date the change was keyed in HCM.	Marriage on 9/25/17, adjustment reason is dated 9/25/17, coverage ends 9/30/17.	
ZH-1	RETURN LWOP	Date of return to work	Day returned to work	If effective date is the 1 - 14 of the month then the plan change is effective on the first of month, if effective on the 15 - 31 of the month then the plan change is effective first of next month. Coverage starts day the employee returns to work (Participation date).	Return to work on 12/14/17, adjustment reason is dated 12/14/17, coverage starts 12/14/17, plan rate changes 12/1/17. Return to work on 12/17/17, adjustment reason is dated 12/17/17, coverage starts 12/17/17 (participation date), rate changes 01/1/18.	Date of return to work
ZH-2	UNPAID LEAVE ABSENCE	Date unpaid leave starts	Date unpaid leave starts	Coverage ends the last day of the month that unpaid leave begins	Unpaid leaves starts on 5/1/17, coverage ends 5/31/17.	
ZH-3	USERRA LEAVE Retain Coverage	Date USERRA leave starts	Date USERRA leave starts	Coverage ends the last day of the month that USERRA leave begins	USERRA starts 6/17/17, coverage ends 6/30/17.	
ZH-4	USERRA LEAVE Drop	Date USERRA leave starts	Date USERRA leave starts	Coverage ends the last day of the month that USERRA leave begins	USERRA starts 6/17/17, coverage ends 6/30/17.	
ZH-5	USERRA RETURN Add	Date returns from USERRA leave	Day returned to work	If effective date is the 1 - 14 of the month then the plan changes effective the first of current month, if effective on the 15 - 31 of the month then the plan change is effective on the first of next month. Coverage starts on the day the employee returns to full-time active status or date that active duty military health coverage ends - whichever is later.	Return to work on 2/14/17, adjustment reason is dated 2/14/17, coverage starts 2/14/17, plan rate changes 2/1/17. Return to work 2/17/17, adjustment reason is dated 2/17/17, coverage starts 2/17/17 (participation date), rate changes 03/1/17.	Date returns from USERRA leave
ZHSA	HSAP Account Updates	First of future month unless today is the 1st.	Enter 1st of the month the HSA deduction should start. (must be in the future unless today is the 1st)	Deductions starts the date of QLE (always the 1st of the month)	Start deductions for 8/1/2017, adjustment reason dated 8/1/17, deductions start in the pay period that contains 8/1/17.	
ZI-1	INIT HLTH/INS ENR	Date of hire	Date of hire	If hire date 1st of month then coverage is effective the first of next month. If hire date is the second day or later the effective date is the first of second month following employment	Hired 1/1/17, adjustment reason dated 1/1/17, plan starts 2/1/17. Hired 1/2/17, adjustment reason dated 1/2/17, plan starts 3/1/17.	
ZI-2	FULL-TIME INITIAL MP	Date of eligibility	Date of eligibility	Coverage starts on the first of the month following the end of the 30-day enrollment period	Full time 8/1/17, adjustment reason dated 8/1/17, coverage starts 9/1/17. Full time 8/2/17, adjustment reason dated 8/2/17, coverage starts 10/01/2017.	
ZI-3	FULL-TIME STANDRD MP	Date of eligibility	Date of eligibility	Coverage starts Jan 1 of following plan year	Full time standard MP starts 10/1/2017, coverage 1/1/2018	
ZI-4	PART to FULL-TIME	Change in classification	Date they became full time	Coverage starts on the first of the month following the 30 day enrollment period	Full time 9/1/17, adjustment reason dated 9/1/17, coverage starts 9/1/17. Full time 9/2/17, adjustment reason dated 9/2/17, coverage starts 11/01/2017.	
ZI-5	FULL-TIME RETURN 13W	Date of hire	Date of hire	First of the month following the day the employee returned to work	Return to work 5/1/17, adjustment reason dated 5/1/17, coverage begins 6/1/17. Return to work 5/2/17, adjustment reason dated 5/2/17, coverage begins 6/1/17	
ZI-6	BECOMES PART TIME	Date of change in status from full-time to part-time	Date they became part time	Coverage terminates at end of plan year.	Becomes part time 2/15/17, coverage ends 12/31/2017. Become part time 11/24/17, coverage ends 12/31/2017.	
ZI-7	PART-TIME STANDRD MP	Date of change in status	Date of change in status	Coverage terminates at the end of the month at the end of the stability period	Stability period ends 10/31/2017, adjustment reason dated 10/31/17, coverage ends 10/31/2017. Stability period ends 11/1/2017, adjustment reason dated 11/1/2017, coverage ends 11/30/17.	
ZI-8	TRANSFER * this AR should not be used for a paid to paid transfer*	Date of transfer	Date of transfer	No gap in coverage. If hired on the 1st of month coverage is transferred on that day, if hired on the 2nd of the month or later coverage transfers on first of the next month. (May change plan.)	Hired 1/1/17, adjustment reason dated 1/1/17, plan starts 1/1/17. Hired 1/2/17, adjustment reason dated 1/2/17, plan starts 2/1/17.	
ZI10	ANNUAL ENROLLMENT	Start date of annual enrollment	Dated October 1st through November 15th	Changes effective for January 1st of following plan year	Adjustment reason dated 10/01/2017-11/15/2017, plan changes effective 1/1/18	
ZK-1	OBTAIN SUBSIDY	Date subsidy awarded by state	Date subsidy awarded	If effective date is on the 1 - 14 of the month then the plan changes is effective on the first of current month, if effective on the 15 - 31 of the month then the plan change is effective on the first of next month. Coverage is effective date of subsidy (Participation date).	Subsidy on 2/14/17, adjustment reason is dated 2/14/17, coverage starts 2/14/17 (participation date), plan rate changes 2/1/17. Subsidy on 2/17/17, Adjustment reason is dated 2/17/17, coverage starts 2/17/17 (participation date), rate changes 03/1/18.	Date subsidy awarded
ZLSU	LSU First Enrollment	Date of Change	Date of Change	Effective the first of the next month	Change 6/22/17, adjustment reason 6/22/17, plan change 6/22/17.	
SEPR	Separation / Retirement	Date of Separation/ Retirement	Date of Separation/ Retirement	System will delimit the plan based on action date	Separate/ Retired 5/1/17, coverage ends 4/30/17. Separate/ Retired 5/02/2017, coverage ends 5/30/17.	
ZUL8	Late Processing	Date of plan change	Date of plan change	Date used on ZUL8	Plan should have changed 11/1/2017, adjustment reason dated 11/1/2017, plan changes 11/1/17.	

Revision Date 6/1/2021